

Department of Administrative Services- Collective Bargaining



November 15, 2023

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Authority to Bargain





ORS 243 provides the framework for public sector employers collective bargaining in Oregon

- **Public Employees Collective Bargaining Act (PECBA)** ORS 243.650-806
- ORS 243.696 authorizes DAS to bargain on behalf of the Executive Branch

Oregon Executive Order 17-08 Strengthening Public Employee Bargaining and Training Practices

- The Legislature appropriates a special purpose appropriation (commonly referred to as the salary pot) for purposes of increasing state employee compensation
- DAS bargains within the salary pot for the purposes of state employee cost of living adjustments, regular step increases and increases in state employee health care coverage costs.

Key Components



Timing

Budget

Other terms and conditions of employment

Key Components



Timing

Bargaining coincides with Oregon's Legislative Session every odd numbered year.

Governor's Recommended Budget
May Revenue Forecast
Legislatively Approved Budget



Budget

The salary pot and other compensation allowances are determined by the Governor and the Legislature. The State bargains within the budget provided by the Legislature.

Included in state salary pot:

- COLA
- Step Increases
- Health Insurance increases

Not Included in state salary pot:

- Selective Salary Adjustments
- New and Increased Differentials

Key Components



Other terms and conditions of employment

In addition to wages, hours, and benefits, negotiations also include other terms and conditions of employment.

Collective Bargaining Process



Collective Bargaining Process



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Executive Branch (DAS)

12

Unions

32

Collective Bargaining Agreements

Collective Bargaining Process



Bargaining Concepts

What's being bargained.

Bargaining Teams

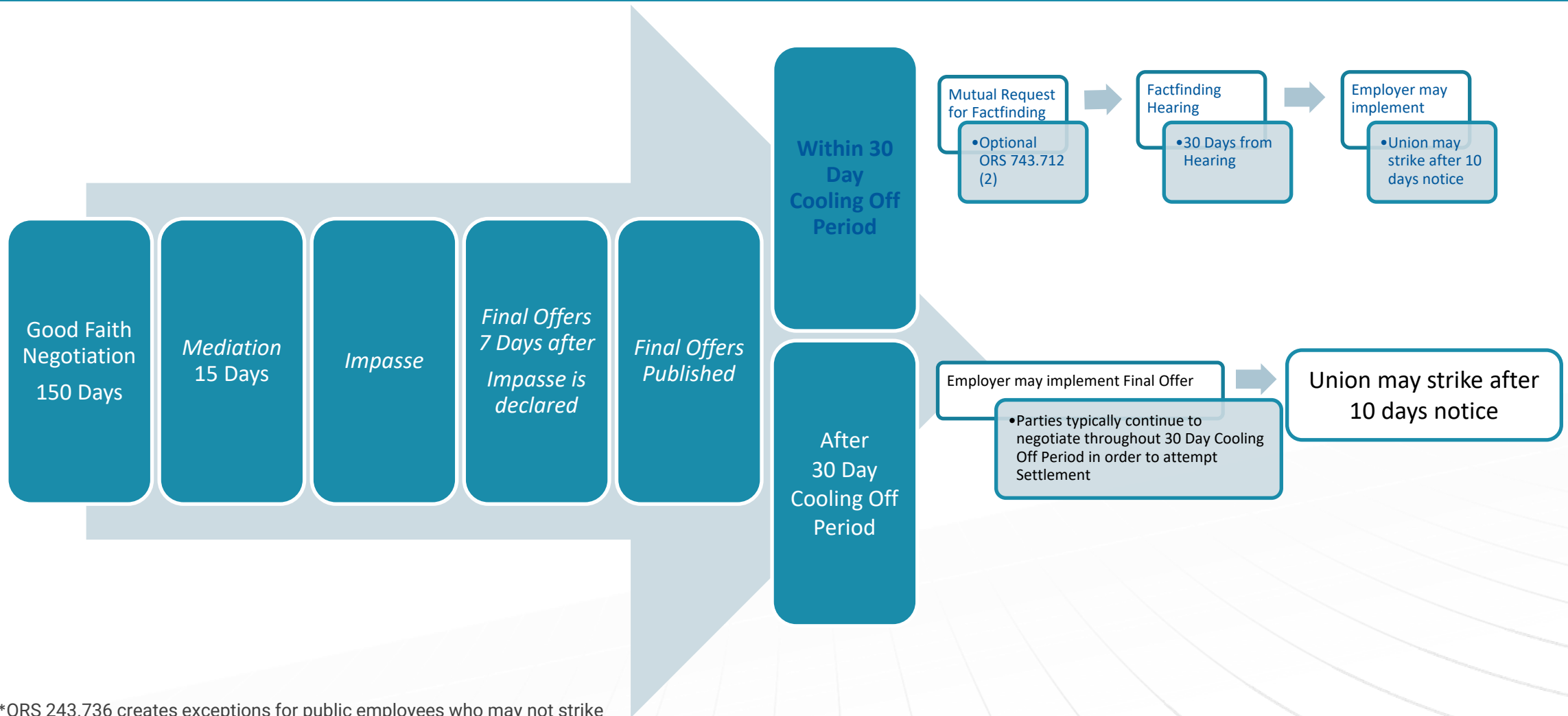
Who's bargaining.

Initiation of Bargaining

Who's starting the process.

Collective Bargaining Process

Strike Permitted* Collective Bargaining



*ORS 243.736 creates exceptions for public employees who may not strike

Collective Bargaining Process



Implementation

Labor:

Tentative agreement
distributed to union
membership for
ratification.

State:

DAS report
compensation plan
changes to
Legislature.

Collective Bargaining
Agreement

Thank you & Questions



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